7) Campus authorities will assist in preserving for a sexual assault complainant or victim materials relevant to a campus disciplinary proceeding.

8) At the request of the sexual assault victim, campus officials must, in cooperation with the appropriate law enforcement authorities, assist in shielding the victim from unwanted contact with the alleged assailant including transfer of the victim to alternative classes or alternative college-owned housing, if alternative classes or housing are available or feasible.

AFFIRMATIVE ACTION ADOPTED DECEMBER 10, 1992

A. Policy

It is the policy of Minnesota Riverland Technical College to undertake and maintain a program of affirmative and positive action:

1. To assure that equal employment opportunities are made available on the basis of individual qualifications;

2. To encourage all persons, without regard to race, creed, color, gender, sexual preference, national origin, age, marital status, status with regard to public assistance, religion, or disability to seek employment with District #2501 and;

3. To prohibit discrimination in our educational programs and activities. In carrying out this policy, the District recognizes that:

   a. It must guarantee equal employment opportunity;

   b. It must undertake aggressive recruitment, provide comprehensive in-service training programs; and

   c. It must take measures to eliminate any discriminatory practices in student body assignment, courses, counseling services and extra-curricular activities.

LEGAL REF.: Educational Amendments of 1972 Title IX

To achieve these ends, the District will ensure that all personnel activities, including recruitment, District sponsored in-service training and tuition assistance, social and recreational programs, and all student body activities including admissions and treatment of students in educational, recreational and extra curricular programs will be administered without regard to race, creed, color, gender, sexual preference, national origin, age, marital status, status with regard to public assistance, religion, or disability. In addition, the District will periodically review (and as necessary, revise) personnel qualifications, standards, policies, and procedures to the end that discriminatory practices will not be permitted to develop within the framework of, and within the day-to-day interpretations of existing personnel and student

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policies and procedures. In addition, District procedures will include submitting position vacancies to minority publications/agencies.

GRIEVANCE PROCEDURE

ADOPTED DECEMBER 10, 1992

It is the policy of District #2501 that all grievances shall be resolved quickly and at the lowest possible level. The use of this procedure is not required if the grievant(s) prefers other alternatives such as the Office of Civil Rights (OCR), Commission of Human Rights, Equal Employment Opportunity Commission (EEOC), or the courts. Hearings and conferences under this procedure shall be conducted at a time and place which will allow a fair and equitable opportunity to all persons.

A. Objectives and Definitions

This grievance procedure is established as an orderly means for considering and resolving grievances centered around an allegation(s) of discriminatory acts based upon race, creed, color, gender, sexual preference, national origin, age, marital status, status with regard to public assistance, religion, or disability within Minnesota Riverland Technical College, District #2501, and is available to all students and employees of this institution/District.

The word, "grievance," shall be defined as a complaint or disagreement raised by a student or employee against the appointing authority over alleged violations or misapplications of the specific conditions and requirements of the established District/institution policy and the federal and state laws prohibiting discrimination.

The word, "supervisor," shall be defined as any authoritative figure who is directly involved/connected with the grievance or grievant(s).

The term, "work days," shall mean the days Monday through Friday, exclusive of holidays.

B. Time Limits

All participants shall adhere to the time limits prescribed for each level. Failure by the administration at any step of the procedure to communicate the decision on a grievance within the specified time limit shall permit the grievant(s) to proceed to the next step. Failure on the part of the grievant(s) to appeal the decision to the next step within the specified time limits shall be deemed to be an abandonment of the grievance.

C. Right to Representation

Grievant(s) will have the right to be represented.

D. Right to Present Witnesses and Evidence

Grievant(s) shall be allowed to present the grievance with relevant evidence and pertinent witnesses. Both parties shall have the opportunity for hearing and questioning witnesses.

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